

IMMEDIATE

Form 160c

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FROM: <input type="text"/>		EXTENSION		NO.
ADD/PTAS		<input type="text"/>		DATE 23 March 1984
TO: (Officer designation, room number, and building)		DATE		OFFICER'S INITIALS
		RECEIVED	FORWARDED	
1.	C/PPG 6S-04 <input type="text"/>			COMMENTS (Number each comment to show from whom to whom. Draw a line across columns after each comment.)
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FORM 1-79

610

USE PREVIOUS EDITIONS

SPD

23 March 1984

MEMORANDUM FOR: Chief, Policy and Plans Group

FROM:

Acting Deputy Director of Security for PTAS

SUBJECT: Career Opportunity

1. I don't want to pooh-pooh the DDCI's idea to promote more women to supergrade status but, by the same token, I feel that an attempt to address a "wrong" often carries with it a form of redress that creates other unnecessary carnage.

2. We are stuck with the fact that, practically speaking, OS did not hire female professionals prior to 1974. However, I don't believe that, given that, the sons should pay for the "sins" of the fathers unduly. I believe we should articulate to the DDCI that, once they entered our work force, women have been accorded totally fair treatment. I believe statistics should be provided to reflect percentage of hires by year since 1974, percentage remaining on board, comparable advancement as well as variety of assignments undertaken.

3. The figures should reflect a fairness--but only a fairness--in our career development program. I also believe that any presentation that is made must include address of Office position and requirement for flexibility and mobility within the Career Service. Similarly, if we are faced with an arbitrary goal of creating a goal of supergrade women to match their percentage of our population within a short time frame--five years--I believe we must address the lack of experience factor involved as well as the carnage left of more experienced officers who would statistically be excluded from even being considered.

4. I realize that the Executive Director asked for positive comments. We must continue to attempt to broaden our female officers and I believe we try. But, we also should bear in mind that our average female recruit comes to us with no more experience than our males. I think we have a responsibility to send that message. When quick and ill thought out career decisions are made, organizations pay for them for years.

